

MICHAEL W. McCONNELL, Ed.D.

Mailing address: Indiana Education Employment Relations Board
100 North Senate, Suite N1049
Indianapolis, IN 46204-3322

Email address: mmcconnell@ieerb.state.in.us

Telephone number: (317) 233-6620

Fax number: (317) 233-6632

Specify Whether You are an Attorney Licensed to Practice in Indiana: NO

Outline employment history and relevant experiences or attach a resume or c.v.: Attached

Reference any travel restrictions on service as a mediator:

Identify any agencies or subjects in which you would not wish to mediate cases:

EDUCATION

Indiana University	1969	B.S.	Secondary Education
Indiana University Administration	1971	M.S.	Higher Education/Personnel
Indiana University Relations	1979	Ed.D.	School Administration/Labor
Indiana University	1981	M.S.	Adult Education
Indiana University, Indianapolis School of Law	2006		Certification as a Civil Mediator

EMPLOYMENT

INDIANA EDUCATION EMPLOYMENT RELATIONS BOARD (I.E.E.R.B.)

June 2006 to Present: Chairman

- Appointed by Governor Mitch Daniels to reorganize and manage the agency which administers the collective bargaining statute enabling public school teachers to bargain collectively with school boards. The Board is organized to provide for unit determination, unfair labor practice processing, mediation, facilitating and research. The Board also hears appeals of Hearing Examiner decisions. Reorganization efforts include hiring personnel; developing software to allow for research of school contracts and past IEERB decisions; rebuilding ad hoc conciliation panel and development of metrics to gauge Agency's effectiveness.

McCONNELL & ASSOCIATES, Indianapolis Indiana

May 2003 to June 2006: Owner

- Duties and responsibilities include, but are not limited to: advising professional service organizations, primarily law firms, in the areas of general administration, governance, marketing, strategic planning, staffing, merger/acquisition, office renovation and moves. Assisted The Morley Group, a local staffing and HR Consulting firm, with new business development and recruiting experienced lawyers.

HEATON & EADIE, Accountants & Consultants, Indianapolis, Indiana

November 2001 to May 2003: CHIEF OPERATING OFFICER/CONSULTANT

- Duties and responsibilities included, but were not limited to: complete reorganization of firm's administrative staff; management of all day to day operations including marketing, information technology, human resources, accounting, recruiting and facilities. Member of all firms committees at partner level. Revised various firm policies, procedures, and orientation program and review process. Also, hired to assist with the development of the firm's legal consulting practice.

JOHNSON SMITH LLP, Indianapolis, Indiana

October 1989 to September 2001: CHIEF OPERATING OFFICER

- Duties and responsibilities included, but were not limited to: management of all firm operations as firm tripled in size. Specific duties included; supervision of all accounting functions including budgeting; supervision of library; supervision of human resources; supervision of firm's management team. Authored new firm manuals including staff personnel policies, staff and lawyer computer manuals, associate and partner policies manuals. Restructured firm benefits package; negotiated new office leases; directed development and implementation of firm marketing plan and brochure; implemented new telephone system; designed and established new office space on multiple floors. Also responsible for analysis and implementation of all firm technologies; coordinator of firm retreats; participated in implementation of firm's strategic plan and governance structure; coordinator for firm's activities in two law firm networks; assisted with establishment of firm's Washington D.C. office; member of all firm committees.

SOMMER & BARNARD, P.C., Indianapolis, Indiana

August 1987 to October 1989: DIRECTOR OF ADMINISTRATION

- Duties and responsibilities included, but were not limited to: policy advisor to Directors and Executive Committee regarding finance, personnel and overall operation of firm. Specific duties included all personnel actions relating to support staff; advisor regarding associate matters; administration of firm benefits; facilities management; budgeting; supervision of accounting and library functions. Major projects included analysis, and implementation of new word and data system; installation of telephone billing software; modifications to retirement plan and benefits package; authored new computer, personnel and procedures manuals; developed and implemented marketing plan, including brochure. Member of firm's Executive, Marketing and Recruiting Committees and Corporate Secretary.

BAYH, TABBERT & CAPEHART, Indianapolis, Indiana

August 1983 to August 1987: DIRECTOR OF ADMINISTRATION

- Duties and responsibilities included, but were not limited to: policy formation in the areas of finance, personnel and general administration. Specific duties included personnel actions regarding support staff and associates; participation in lawyer recruiting process; administration of firm benefits, including all insurance policies; coordination and development of firm's retirement plan; facilities management, budgeting, collections and supervision of accounting department; supervision of library. Responsible for analysis, purchase and implementation of all office automation and technologies; administration of firm's leases, contracts and investments; member of all firm committees. Also managed firm's Washington D.C. branch office.

BOSE McKINNEY & EVANS, Indianapolis, Indiana

November 1973 to June 1983: ADMINISTRATIVE MANAGER

- General duties and responsibilities included, but were not limited to: chief labor negotiator for school labor clients and general manager of all firm operations; author of labor relations newsletter and coordinator for public sector labor department. Major projects included, installation of computerized billing and timekeeping system; installation of three generations of word processors including automation of entire office; remodeling of three floors of office space; authored computer, lawyers, office procedures and personnel manuals; opened branch office; reorganized accounting department; facilitated various other needs as firm doubled in size.

L.S. AYERS & CO., Indianapolis, Indiana

August 1971 to May 1973: EXECUTIVE MANAGEMENT TRAINING PROGRAM

MARTINSVILLE HIGH SCHOOL, Martinsville, Indiana

August 1969 to March 1971: SECONDARY TEACHER AND COACH

PROFESSIONAL ORGANIZATIONS, ACTIVITIES AND ACCOMPLISHMENTS

- President, Board of Directors and member of Development Committee, Behavior Corporation (Formerly Tri County Mental Health)
- Member, Association of Legal Administrators (ALA)
- Board of Directors, ALA (1991-1994)
- Member, Strategic Issues Committee - ALA (1991- 1992)
- Member, Marketing Advisory Group – ALA (1991-1992)
- Editorial Advisory Board – THE LEGAL ADMINISTRATOR, 1981-1984 (ALA International Journal)
- Chairman, Systems and Technology Section, ALA (1985-1987)
- Systems and Technology Representative to Legal Industry Advisory Council (1985-1987)
- Coordinator and Founder, Systems and Technology Section Industry Advisory Panel
- Member, ALA Committee on Educational Institutes (1989-1991)
- Past President and Director of Education – Indiana Legal Administrators Association (ILAA)
- Conducted Numerous Workshops for ILAA and ALA
- Past Program Director for Legal Economics Seminars for Indiana State Bar Association
- Author, Numerous Articles on Legal Economics, Published in State and National Journals
- Associate Member, American and Indianapolis Bar Associations
- Past Ad Hoc Advisor to Quorum Systems (Legal Billing and Timekeeping Software)
- Founder & Past Chairman, National Steering Committee for Wang/Informatics User's Group)
- Past Member, Board of Directors, Juris Users International Organized and Chaired First Indiana Juris User's Group
- Coordinated Law Firm Merger Negotiations
- Established and Supervised Branch Offices
- Analyzed and Implemented Numerous Word and Data Processing Installations
- Supervised Numerous Office Renovation Projects and Office Moves
- Coordinated Various Law Firm Marketing Projects Including Receptions for General Norman Schwarzkopf, Lady Margaret Thatcher, General Colin Powell, President George Bush, Governor Mario Quomo, Vice President Dan Quayle and Mayor Rudy Giuliani
- Life Member, Indiana University Alumni Association